

RECORD OF THE MEETING OF THE BROOKLINE SCHOOL COMMITTEE HELD ON **THURSDAY, JANUARY 7, 2016** AT 8:00 AM IN THE JAMES F. WALSH SCHOOL COMMITTEE ROOM, 5TH FLOOR, TOWN HALL. STATUTORY NOTICE OF THIS MEETING WAS FILED WITH THE TOWN CLERK.

School Committee Members Present: Ms. Ditkoff (Chairman) (by Skype), Ms. Scotto (Vice Chairman), Mr. Chang, Ms. Charlupski, Dr. Jackson, Mr. Pollak, Ms. Stone, and Ms. Stram. School Committee Members Absent: Mr. Glover.
Also present: Dr. Connelly, Dr. Fischer-Mueller, Dr. Shmukler, Ms. Dunn, Mr. Lummis, and Ms. Coyne.
Others Present: Jim Huge and Laura Huge.

Ms. Scotto called the meeting to order at 8:00 AM. She announced that Ms. Ditkoff will be participating remotely, by Skype, because she has determined that geographic distance makes Ms. Ditkoff's physical attendance unreasonably difficult.

1. ADMINISTRATIVE BUSINESS

a. Consent Agenda

ACTION 16-1

On a motion of Ms. Stone and seconded by Ms. Scotto, the School Committee VOTED UNANIMOUSLY, by roll call, to approve the items included in the Consent Agenda.

- i. Past Record: December 17, 2015 School Committee Meeting
- ii. Past Record: December 15, 2015 Board of Selectmen and School Committee Joint Meeting
- iii. Past Record: November 30, 2015 School Committee Meeting
- iv. Past Record: September 24, 2015 School Committee Meeting (Vote to go into Executive Session)
- v. Out-of-State Student Trip: Brookline High School Rowing Teams to Austin, Texas; February 12, 2016-February 20, 2016 (Attachment A)
- vi. Acceptance of Funds: Lueders Environmental Inc. (Attachment B)

2. PRESENTATIONS AND DISCUSSIONS OF CURRENT ISSUES

a. Update and Discussion regarding Superintendent Search

Jim Huge and Laura Huge, Atlantic Research Partners, provided an update on the Superintendent Search.

Key search activities since November 30, 2015

- 1) Gather input from a broad group of internal and external stakeholders who will be affected by the new Superintendent, and begin to distill this information into an Emerging Profile of the new Superintendent
- 2) Recruit and advertise the position

Community Engagement and Stakeholder Input

- Online survey
- Input sessions scheduled December 14, 2015 through January 7, 2016

- School and district staff meetings and focus groups – 18 sessions
- Community partners and Town agencies meetings and focus groups – 14 sessions
- Public open forum meetings – 5 session

Preliminary survey results

Most highly rated important qualities:

- Continuous focus on students and learning
- Focuses on educating ALL students

Also rated as highly important:

- Ability to build and sustain a trusting and respectful climate
- A track record of selecting and developing quality personnel

The full list of characteristics and their ratings is attached (Attachment C).

Major themes from focus groups and interviews:

- **Communication** – Listens actively and responds to input; establishes systems and expectations to ensure information is communicated accurately, timely, consistently and with transparency; excellent oral, written and presentation skills.
- **Vision** – Articulates the vision in ways that inspire staff to carry it out; takes actions that visibly carry out the stated vision.
- **Developer of leaders** – Hires, supports, coaches and mentors principals and central office administrators to be effective leaders; trusts them to do their jobs well; values the role of principals and empowers them.
- **Visibility** – Is present in classrooms; steps up to take the lead on community issues; accessible.
- **Makes difficult decisions** – Seeks input, analyzes and gives thoughtful consideration, makes the decision, explains the reasoning to all, even in the face of resistance, and moves forward.
- **Instructional leader** – Recognizes effective instruction; respects the expertise of teachers; critically evaluates programs and reforms to ensure only the most effective are adopted.
- **Builds confidence in PSB** – Explains needs in a compelling way, develops meaningful projections and plans for future needs, and follows through on commitments. Able to acknowledge Brookline's past success, respect those who have worked hard and succeeded, but also be willing to make changes when needed and when supported by current research.
- **Establish and maintain mutually respectful and effective relationships** – Demonstrates interest, caring and empathy.
- **Focus on students** – Addresses issues such as buildings, enrollment growth, assessment and systems, without detracting from the primary goal of educating students.
- **Commitment to prepare students for the world they will live in** – Demonstrated track record of active support for meaningful programs and

- structures to help students succeed in a complex world, (i.e., METCO, world languages, inclusion, etc.). Active commitment to providing role models for all students by building a diverse, representative staff and leadership team.
- **Narrows the achievement gap** – Record of success implementing differentiated strategies that accelerate learning for targeted populations and individual students.

In addition to the qualities desired in the new Superintendent, focus groups and survey respondents are asked to identify critical issues to be addressed in the first few months and years on the job. These will be summarized for the School Committee, and will contribute to the development of the Superintendent's entry plan. Additionally, as part of the new Superintendent's entry to PBS, parent organizations have indicated that they would like to arrange special welcome activities for her or him at each school.

Recruiting

Atlantic's team has been making and continues to make targeted outreach by phone and email to leaders in K-12 and higher education regionally, nationwide, and within international schools, seeking referrals of exceptional candidates. Direct contact with respected prospects to introduce the Brookline opportunity. Distribution of position information to regional and national education leadership organizations focusing on African American, Asian American and Latino educators. National advertising in the top education job search websites: American Association of School Administrators and Ed Week.

Mr. Huge stated that the pool of high quality candidates nationwide is smaller than it had been, but there is great interest in the Brookline position. He explained that the low numbers at the open forums aren't due to a lack of interest. They have offered many avenues to give input. There was robust discussion on diversity in the focus groups and open forums. The final report will show the diversity of the respondents.

Dr. Jackson explained the timeline and next steps. Applications are due on January 15, 2016, although the date may be extended. School Committee members will get a full report on input data and the profile (will also be posted). Meetings are being scheduled to review applications (January 27, 2016) and interview semi-finalists (late January/early February). A Finalist Review Committee will be formed. The process is on track. If we don't find a suitable candidate, we will not hire.

3. NEW BUSINESS

There was no new business.

4. ADJOURNMENT

Ms. Scotto adjourned the meeting at 9:00 AM.

Respectfully Submitted,
Robin E. Coyne, Executive Assistant
Brookline School Committee